P.E.I. WOMEN'S ORGANIZATIONS

SURVEY RESULTS

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INTRODUCTION

In October 1985, Premier Lee announced the creation of the Prince Edward Island Women's Directorate, an internal government structure to initiate, co-ordinate and review the development of policies and programs that affect women in this province.

The Honourable Leone Bagnall, the Minister of Education and the Minister Responsible for the Status of Women described the Directorate as a suitable formalized structure within government to provide the time and competence appropriate for those issues with a particular impact on women.

It was believed that the structure and function of the Women's Directorate should evolve in consultation with a wide range of women's organizations across the province.

As part of that consultation a questionnaire was sent in November, 1985 to seventy-eight such women's groups. By January, 1986, there were forty-three replies, a response rate of 56%.

This report will begin with a discussion of the objectives of the survey, followed by a discussion of the methodology. The results of the survey will be summarized as follows:

(a) The background information on the organizations surveyed.
(b) A question by question analysis of the issues and their relative importance and
(c) A list of priority issues as indicated by the survey.

In addition, the survey requested the names of Island women with the background or work experience to qualify them for appointments to boards and commissions.

Along with general implications for its role, an analysis of the results of the survey will help provide a mandate for the P.E.I. Women's Directorate.

OBJECTIVES

The objectives of the 1985 survey of women's organizations by the P.E.I. Women's Directorate were to:

(a) identify issues of priority for women's groups;
(b) deduce when issues should be dealt with in terms of their priority and
(c) identify qualified women whose names would be entered into a talent bank for appointments to boards and commissions in this province.

The goal of the research was to help determine a mandate for the Directorate based on the input received and the priorities indicated by the women's organizations.

METHODOLOGY

In early November, 1985, a list of women's organizations was provided by the P.E.I. Advisory Council on the Status of Women . Using that as a basis, the list was updated and twenty provincial organizations were added to the survey list. The questionnaire was developed and pretested on four organizations. After slight modification, it was mailed to 78 women's organizations with a requested return date of December 16, 1985. (A copy of the survey appears in Appendix A.) It was found that many organizations needed a longer time to evaluate the questionnaire. Some indicated that they found it impossible to reach a consensus and did not respond; however, forty-three questionnaires were returned for a response rate of 56%.

Following is a discussion of some of the characteristics of the women's organizations surveyed.

BACKGROUND INFORMATION ON WOMEN'S ORGANIZATIONS

The organizations surveyed were broad-based in terms of philosophy and structure. They included representation from: business, professional groups, resource industries, labour and church organizations, traditional and feminist groups; Acadian and English, long-established women's organizations and newly-formed immigrant groups.

Each organization was asked: "Approximately how many Prince Edward Island women does your organization represent?" In total the 43 replies represented over 15,000 Island women. Since that approximates one-eighth of the entire population and almost one-fourth of the female population, the response should be representative of the views of Island women's organizations.

Many of the organizations have dealt with, and continue to deal with, a wide range of social and economic issues which are most often described as "women's issues". The survey indicated that most respondents regard them as "people issues" impacting on all society. They included: pornography, sexual harassment, sexual abuse, violence against women, support for Anderson House, health care questions, chemical dependency, housing, pension reform and employment equity. It is apparent that in some cases, the issues have already been identified.

ISSUES FACING ISLAND WOMEN

Each of the women's organizations when presented with a list of 19 issues facing Island women was asked to indicate the importance of each issue. Table 1 presents the data.

TABLE 1

THE RELATIVE IMPORTANCE OF ISSUES INDICATED
BY WOMEN'S ORGANIZATIONS, P.E.I. WOMEN'S DIRECTORATE SURVEY

Issue	Very Important		Important		Not At All Important		Total
	No.	%	No.	%	No.	%	
1. Education and Training	25	69.4	10	28.8	1	2.8	36
2. Violence Against Women	27	67.6	12	30.0	1	2.5	40
3. Sexual Assault	24	64.9	11	29.7	2	5.4	37
4. Sexual Equality	24	64.9	11	29.7	2	5.4	37
5. Child Care	23	60.5	12	31.6	3	7.9	38
6. Equal Pay For Work of Equal Value	23	60.5	12	31.6	3	7.9	38
7. Pensions	23	60.5	12	31.6	3	7.9	38
8. Pornography	23	60.5	15	39.4	0	0	38
9. Unemployment	23	60.5	15	34.2	2	5.3	38
10. Equal Pay for Equal Work	21	58.3	10	27.8	5	13.9	36
11. Child Support and Maintenance	21	53.9	14	36.0	4	10.3	39
12. Sex-role Sterotyping	19	50.0	16	42.1	3	7.9	38
13. Part-time Work	18	46.1	18	46.1	11	29.7	39
14. Affirmative Action	14	41.2	19	55.9	1	2.9	34

TABLE 1 'Cont'd)

Issue	Very Important No.	%	Important No.	%	Not At All Important No.	%	Total
15. Access to Credit	13	36.1	17	47.2	6	16.7	36
16. Parental Leave	12	34.3	14	40.0	9	25.7	35
17. Sexual Harassment	13	33.3	24	61.5	2	5.1	39
18. Abortion	9	27.3	17	51.5	7	21.2	33
19. Conception Control	8	23.5	19	55.8	8	23.5	35

Source: P.E.I. Women's Directorate Survey of Women's Organizations December 1985, Question 4.

1. All organizations did not respond to each question. Therefore percentages are based on the number of responses.

As Table 1 demonstrates, seventy percent indicated that education and training was "very important". Two out of every three groups considered violence against women to be "very important". On the other hand most organizations did not perceive abortion and conception control as "very important" issues.

The majority of women's organizations indicated that each of the following issues is "very important":

- education and training
- violence against women
- sexual assault
- sexual equality
- child care
- equal pay for work of equal value
- pensions
- pornography
- unemployment

- equal pay for equal work
- child support and maintenance
- sex-role stereotyping

However, part-time work, affirmative action, access to credit, parental leave, sexual harassment, abortions and conception control were not perceived by the majority as "very important".

It is interesting to note, that both social and economic issues were identified for example: sexual assault (social) and sexual equality (economic) were considered "very important" issues by 65% of the groups responding. Clearly, a broad range of topics are of relative importance to women's organizations across the province.

ADDITIONAL ISSUES FACING ISLAND WOMEN

Question Five asked for other important issues facing Island women that had not been listed on the survey. Poverty, transportation, housing, inadequate legal aid, health care, technological change, the pursuit of peace, special needs of immigrant women, lack of political power, chemical dependency and equality in sport were identified by one or more organizations as additional issues.

It is interesting to note that either the lack of political power or the lack of access to political power was identified as a concern by one in three women's organizations.

Single Most Important Issue

To provoke thought and discussion each group was asked: "What, in your opinion, is the single most important issue facing Island women?" Some organizations did not answer the question and noted that they could not choose one issue while others indicated the same dilemma by providing several answers.

Following are the issues identified as the "single most important". Table 2 presents the data.

TABLE 2

THE SINGLE MOST IMPORTANT ISSUE FACING
ISLAND WOMEN, P.E.I. WOMEN'S DIRECTORATE SURVEY[1]

Single Most Important Issue Facing Island Women	No.	%	Total
1. Unemployment	6	18.2	33
2. Employment Equity	5	15.2	33
Sexual Equality	5	15.2	33
3. Violence Against Women and Children	3	9.1	33
4. Invisibility of Female Perspective	2	6.1	33
Lack of Political Power	2	6.1	33
Self Esteem	2	6.1	33
5. Awareness of Problems	1	3.0	33
Child Care	1	3.0	33
Education and Training	1	3.0	33
Equal Pay for Equal Work	1	3.0	33
Federal-Provincial Co-operation	1	3.0	33
Pornography	1	3.0	33
Quality of Family Life	1	3.0	33
Sexism	1	3.0	33

Source: P.E.I. Women's Directorate Survey of Women's Organizations December, 1985, question 6.

1. Where issues are of equal percentage response they are listed alphabetically.

Thirty-three women's organizations answered question six. One in five indicated that unemployment was the "single most important issue". Employment Equity and Sexual Equality were identified equally by one in seven organizations.

It would appear that the answer reflects the focus of specific organizations, however since thirty-three groups identified fifteen issues as "the single most important," clearly there is no consensus.

Priorities For Action On Issues

In order to establish priorities, the survey asked when each issue should be addressed: immediately, in the near future, sometime or not at all. Table 3 presents the data.

TABLE 3

PRIORITIES FOR ACTION ON ISSUES INDICATED BY WOMEN'S ORGANIZATIONS, P.E.I. WOMEN'S DIRECTORATE SURVEY

Issue	Immediately		Near Future		Sometime		Not At All	
	No.	%	No.	%	NO.	%	No.	%
1. Violence Against Women	30	81.1	6	16.2			1	2.7
2. Sexual Assault	24	66.7	7	19.4	4	11.1	1	2.8
3. Sexual Equality	23	65.7	5	14.3	7	20.0		
4. Child Care	24	63.2	6	15.8	8	21.0		
5. Pornography	21	56.8	6	16.2	8	21.6	2	5.4
6. Affirmative Action	18	54.5	4	11.1	12	36.4	1	2.8
7. Unemployment	19	52.8	4	11.1	12	33.3	1	2.8
8. Sexual Harassment	18	51.4	7	20.0	10	28.6		
9. Education and Training	20	51.3	10	25.4	6	15.4	3	7.7
10. Child Support & Maintenance	17	50.0	10	29.4	6	17.6	1	2.9
11. Equal Pay for Work of Equal Value	19	50.0	6	15.8	8	21.0	5	13.2
12. Part-time Work	18	48.7	6	16.2	12	32.4	1	2.7
13. Equal Pay for Equal Work	16	45.7	5	14.3	9	25.7	5	14.3
14. Pensions	17	44.7	8	21.0	12	31.6	1	2.6
15. Sex-role Stereotyping	15	40.5	6	16.2	15	40.5	1	2.7

TABLE 3 (Cont'd)

Issue	Immediately No.	%	Near Future No.	%	Sometime NO.	%	Not At All No.	%
16. Abortion	10	30.3	10	30.3	7	21.2	6	18.2
17. Conception Control	10	30.3	7	21.2	8	24.2	8	24.2
18. Access to Credit	9	25.7	10	28.6	16	45.7		
19. Parental Leave	8	25.0	13	40.6	9	28.1	2	6.3

Source: P.E.I. Women's Directorate Survey of Women's Organizations December, 1985, question 7.

Clearly, violence against women is perceived as an urgent priority. Four out of five organizations indicated that it should be dealt with immediately. Sexual assault, child care and sexual equality were identified as immediate priorities by approximately 66% of those who responded. On the other hand, parental leave, access to credit, conception control and abortion were not considered urgent.

It is interesting to note that equal pay for equal work and equal pay for work of equal value were "not at all important" for 13% and 14% of the organizations. This would suggest that they are not priority issues.

Function of the Women's Directorate

Identifying the issues and establishing priorities was one goal of the survey. Another was to determine in what way women's organizations thought the Directorate should function. Each group was asked: "In your opinion, what should the women's Directorate do?" Four out of five organizations answered question 8, a response rate of 80%. Two out of every four responses indicated the

necessity of a clearly defined role and adequate resources to carry out the work of the Directorate. That work was most often described as:

- identifying issues
- setting priorities
- acting as a catalyst within government
- assessing policy with a special impact on women
- assisting in the development of policy affecting women
- monitoring legislation
- communicating with the public.

One-half of the women's organizations indicated concern about the Directorate's access to political decision makers. Some directives were explicit: "Don't just consult, do!" "Identify realistically areas the Directorate can tackle and tackle!"

In order to further indicate how the Directorate would function the survey asked: "What specific actions (for example legislative or policy changes) would your organization like the Provincial Government to take that would benefit Island women?" Twenty-five out of forty-three organizations replied to question 9, a response rate of 58%.

Both economic and social directions were suggested. Following are some examples:

- "The Family Law Reform Act should be ammended to include the division of family assets on the death of a spouse and not just in the case of marriage breakdown,"
- "Video classification,"
- "Control pornography any way possible,"
- "Encourage employment of more qualified women in all government institutions at the top level,"
- "Child maintenance payments should be paid directly to the court,"
- "Changes in the Justice System with respect to sexual assault of women and children,"

- "Seat belt legislation for everyone,"
- "Any legislation that would benefit women and make them equal in all respects to men".
- More women appointed to boards and commissions.

Appointments to Boards and Commissions

Before names for appointments can be submitted to government, it is important to know who is willing to serve and to provide a description of their qualifications or background.

In order to establish a "talent bank" for appointments to boards, commissions and agencies in this province, each organization was asked in question 10 to provide a list of women whose background or work experience would highly qualify them for such appointments. Twenty-two groups provided one hundred names for a response rate of 50%. It was found that some names had been submitted more than once. After deletion, eighty names were included. Many organizations indicated that they needed more time for consultation and that their contributions would be submitted at a later date. The "talent bank" search is an ongoing one and it is expected that many names will be added.

Other Comments

The final question allowed for information outside the survey structure. Each organization was asked for "other comments". One in four groups responded to question 11. The comments included:

"good luck"
"questionnaire a good first-step"
"keep in touch"
"hope it's not a symbolic gesture"
"we think its great, we think it's time"
"glad you asked us what we think".

Women's Directorate Priorities

Based on the survey it appears that the ten major issues facing Island women are:

(1) education and training
(2) violence against women
(3) sexual assault
(4) sexual equality
(5) child care
(6) equal pay for work of equal value
(7) pensions
(8) pornography
(9) unemployment
(10) equal pay for equal work

However the following issues were considered immediate priorities.

(1) violence against women
(2) sexual assault
(3) sexual equality
(4) child care
(5) pornography
(6) affirmative action
(7) unemployment
(8) sexual harassment
(9) education and training
(10) child support and maintenance

Thus, the priorities have been identified. As one might expect, these priorities may change in the future, given emerging issues. Recognizing that it is important to be realistic in terms of accomplishment, the top ten issues as identified in the survey will be targeted as priorities for the Directorate.

In addition, the appointment of highly qualified women to boards and commissions will be a priority. Indeed, the work has already begun. Cabinet ministers have been most cooperative in the research of male/female representation. The Directorate will prepare a memorandum for Executive Council requesting representation by population of women on boards, commissions and agencies.

Many of the areas to be addressed are clear but, overall, are there implications as to how the Directorate should function?

Role of the Women's Directorate

The survey response indicates the need for an actively involved Directorate, one that would serve as a catalyst, liaise with various government departments, monitor legislation and help in the development of policy with a particular impact on women. Consultation and communication were identified as essential.

Therefore, the mandate of the Prince Edward Island Women's Directorate should be:

(a) to identify women's issues and priorities,
(b) to help develop government policies and programs to enhance the social and economic status of women in Prince Edward Island.
(c) to analyse and assess the impact on women of all legislation, policies and programs.
(d) to monitor and review programs and other activities of government departments and agencies to ensure compliance with the government's policy of improving the status of women in Prince Edward Island.
(e) to act as a liaison with provincial government departments and agencies, other provincial/territorial governments, the P.E.I. Advisory Council on the Status of Women and other women's organizations on issues affecting women.

(f) to ensure that government initiatives impacting on women are communicated to the public.

(g) to participate in Federal/Provincial/Territorial committees on working groups which address womens issues.

Summary and Conclusions

When Premier Lee announced the creation of the P.E.I. Women's Directorate in October, 1985 it was described as an internal government structure to initiate, co-ordinate and review the developmental of policies and programs that affect women in this province. The structure and function of the Directorate was to evolve in consultation with a wide range of women's organizations across the province. In November 1985, a questionnaire was sent to 78 women's groups of varied backgrounds: business, professional groups, resource industries, labour and church organizations, traditional and feminist groups; Acadian and English, long-established women's organizations and newly formed immigrant groups. Forty-three organizations representing over 15,000 women answered the questionnaire, a response rate of 56%.

Nineteen womens issues were listed for evaluation of relative importance. The majority of organizations indicated each of the following issue as "very" important.

- education and training
- violence against women
- sexual assault
- sexual equality
- child care
- equal pay for work of equal value
- pensions
- pornography
- unemployment
- equal pay for equal work

There was no consensus on a "single most important issue".

The organizations were asked to indicate the urgency of addressing issues. The immediate priorities were identified as follows:

(1) violence against women
(2) sexual assault
(3) sexual equality
(4) child care
(5) pornography
(6) affirmative action
(7) unemployment
(8) sexual harassment
(9) education and training
(10) child support and maintenance

Overall, the role of the Women's Directorate was identified as follows:

- identifying issues
- setting priorities
- acting as a catalyst within government
- assessing policy with a special impact on women
- assisting in the development of policy affecting women
- monitoring legislation
- communicating with the public.

It is apparent from the 56% response rate and from telephone calls and letters that the Directorate has a broad base of support across the province. There were however, some explicit directives: "Don't just consult, do!" "Identify something you can tackle and tackle!"

The survey of women's organizations is the first important step for the Prince Edward Island Women's Directorate. Clearly, consultation and communication are integral to any future success.

APPENDIX A

SURVEY OF WOMEN'S ORGANIZATIONS

WOMEN' DIRECTORATE GOVERNMENT OF PRINCE EDWARD ISLAND

The Government of Prince Edward Island recently established the Women's Directorate. It is essential that the Directorate deals with issues of importance to Island women. Therefore, the Minister responsible for the Status of Women has asked that this survey be conducted to obtain input from women's organizations on what issues should be priorities. Please complete the following questionnaire and return it to us by

BACKGROUND INFORMATION

Please correct the label if necessary, in the space provided below and give phone number

1. Approximately how many Prince Edward Island women does your organization represent?

2. What women's issues is your Prince Edward Island organization presently dealing with

3. What women's issues has your Prince Edward island organization dealt with in the past?

ISSUES FACING ISLAND WOMEN

4. Below is a list of issues facing Island women, please indicate the importance of this issue for your organization.

ISSUES AFFECTING WOMEN:

a) Sex Role Stereotyping
( ) Very important
( ) Important
( ) Not at all important

b) Sexual assault
( ) Very important
( ) Important
( ) Not at all important

c) Violence against women
( ) Very important
( ) Important
( ) Not at all important

d) Pornography
( ) Very important
( ) Important
( ) Not at all important

e) Part-time work
( ) Very important
( ) Important
( ) Not at all important

f) Unemployment
( ) Very important
( ) Important
( ) Not at all important

g) Equal pay for work of equal value
( ) Very important
( ) Important
( ) Not at all important

h) Equal pay for work of equal value
( ) Very important
( ) Important
( ) Not at all important

i) Sexual harassment
( ) Very important
( ) Important
( ) Not at all important

j) Access to credit
( ) Very important
( ) Important
( ) Not at all important

k) Child Care
( ) Very important
( ) Important
( ) Not at all important

l) Sexual equality
( ) Very important
( ) Important
( ) Not at all important

m) Affirmative action/Employment equity programs
( ) Very important
( ) Important
( ) Not at all important

n) Education and Training
( ) Very important
( ) Important
( ) Not at all important

o) Parental Leave
( ) Very important
( ) Important
( ) Not at all important

p) Pensions
( ) Very important
( ) Important
( ) Not at all important

q) Child support and Maintenance
( ) Very important
( ) Important
( ) Not at all important

r) Conception Control
( ) Very important
( ) Important
( ) Not at all important

s) Abortion
( ) Very important
( ) Important
( ) Not at all important

5. Please identify any other important issues facing Island women which have not been mentioned previously.

_____
_____
_____
_____
_____
_____
_____
_____

6. What, in your opinion, is the single most important issue facing Island women?

_____
_____
_____
_____
_____
_____
_____
_____
_____

7. The Women's Directorate will focus on those issues that Island women have identified as being a priority for government action. Below is a list of issues, please indicate which response best describes your thoughts.

ISSUES

a) Sex Role Stereotyping
   ( ) The Women's Directorate should deal with this crucial issue immediately
   ( ) The Women's Directorate should deal with it sometime
   ( ) The Women's Directorate should deal with it in the near future
   ( ) It is not necessary for the Women's Directorate to deal with it.

b) Sexual Assault
   ( ) The Women's Directorate should deal with this crucial issue immediately
   ( ) The Women's Directorate should deal with it sometime
   ( ) The Women's Directorate should deal with it in the near future
   ( ) It is not necessary for the Women's Directorate to deal with it.

c) Violence Against Women
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

d) Pornography
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

e) Part-time work
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

f) Unemployment
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

g) Equal pay for equal work
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

h) Equal pay for work of equal value
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

i) Sexual Harassment
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

j) Access to Credit
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

k) Child Care
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

l) Sexual Equality
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

m) Affirmative action/Employment equality programs
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

n) Education and Training
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

o) Parental leave
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

p) Pensions
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

q) Child Support and Maintenance
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

r) Conception Control
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

s) Abortion
( ) The Women's Directorate should deal with this crucial issue immediately
( ) The Women's Directorate should deal with it sometime
( ) The Women's Directorate should deal with it in the near future
( ) It is not necessary for the Women's Directorate to deal with it.

ROLE OF THE WOMEN'S DIRECTORATE

8. In your opinion, what should the Women's Directorate do?

9. What specific actions (for example, legislative or policy changes) would your organization like the Provincial Government to take that would benefit Island women?

APPOINTMENTS

10. The Provincial Government often makes appointments to Boards and Commissions. One area that the Women's Directorate is interested in is the identification of women who have the background or work experience which would render them highly qualified for such appointments.

Please list women whom you believe are qualified.

1. Name:
   Phone Number:
   Brief Description of Qualifications:

2. Name:
   Phone Number:
   Brief Description of Qualifications:

3. Name:
   Phone Number:
   Brief Description of Qualifications:

4. Name:
   Phone Number:
   Brief Description of Qualifications:

5. Name:
   Phone Number:
   Brief Description of Qualifications:

OTHER COMMENTS

11. Have you any other comments you would like to make concerning the Women's Directorate?

THANKS FOR YOUR CO-OPERATION AND ASSISTANCE!